

## **BENEFITS OF A UNION**

### **Why Have a Union?**

- Under the *Ontario Labour Relations Act* (OLRA) your employer is obligated to negotiate a *legally binding* Collective Agreement with the Union.
- A Collective Agreement protects employees from arbitrary changes and decisions in the workplace, enforceable through a “grievance procedure” and “just cause” language.
- A Collective Agreement contains vital information on *wages, pension, benefits, procedures for posting of jobs, transfers, seniority, filling of vacancies, vacations, leaves and general working terms and conditions.*

### **Currently**

- There is no legally recognized collective agreement between you and your employer.
- The employer decides on all working terms and conditions, including benefits and salaries.
- Terms and conditions are not covered by a grievance procedure.
- You don't have access to a fair dispute resolution mechanism to resolve legitimate complaints when the final decision rests with the employer.

### **You Need to Know**

- Your right to join a union must be respected and not interfered with by persons, unions, or employers. *OLRA s.76*
- Your terms and conditions of work are NOT jeopardized by this process. *OLRA s.86*
- Signing a card does not make you a member of the union. It indicates your desire to be a member *and* for a secret ballot vote to be scheduled.
- At 1.3% (plus a temporary .3% levy to the Member Protection Account that ends when the fund reaches \$140 million, currently at \$102 million) of gross wages, OSSTF/FEESO dues are among the lowest *and* are tax deductible.
- The Labour Board will decide which managerial and confidential positions are not included in a union.

### **Why OSSTF/FEESO?**

OSSTF/FEESO is recognized as one of the most vigorous advocates for educational workers, demonstrating leadership in collective bargaining, and providing services and resources to its members.

- WITH OSSTF/FEESO, you have *leverage* to improve your ability to bargain fair salaries, benefits, and general working conditions. You don't have to go it alone.
- WITH OSSTF/FEESO, you have access to *expert advice and to specialists who understand the work you do.*
- WITH OSSTF/FEESO, you have access to *resources to defend your rights.*

**TAKE THE FIRST STEP IN JOINING WITH OSSTF/FEESO  
SIGN AND RETURN YOUR CARD TODAY!**

**STRONGER TOGETHER**  
Visit our Web site: [www.osstf.on.ca](http://www.osstf.on.ca),  
Contact: Norm Westbury, Protective Services Department, OSSTF/FEESO  
Tel: 416-751-8300/1-800-267-7867  Email: [norm.westbury@osstf.ca](mailto:norm.westbury@osstf.ca)